

GOVERNMENT OF TELANGANA
ABSTRACT

Labour, Employment, Training & Factories Department – Telangana Shops and Establishments Act, 1988 – M/s. Godfrey Philips India Limited – Exemption under section 7 of the Telangana Shops and Establishments Act, 1988 for operating “24 SEVEN Convenience Stores” in Telangana initially for a period of one (1) year – Orders – Issued.

LABOUR EMPLOYMENT TRAINING & FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No. 221

Dated: 03-06-2022

Read the following:-

1. Representation of Sri Mukesh Kumar Jain, Head Corporate Affairs, M/s. Godfrey Philips India Limited received through email dt: 07.03.2022.
2. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.H2/1301/2022, Dated: 01.04.2022.

ORDER:-

In the reference 1st read above, the Management, M/s. Godfrey Philips India Limited has sought certain exemption under section 7 (Opening and Closing hours) of the Telangana Shops and Establishments Act, 1988 for operating “24 SEVEN Convenience Stores” on 24 hours basis in Telangana.

2. In the circumstances reported by the Commissioner of Labour, Telangana, Hyderabad vide letter 2nd read above, Government after careful examination of the matter hereby decide to grant exemption to M/s. Godfrey Philips India Limited from section 7 (Opening and Closing hours) of the Telangana Shops and Establishments Act, 1988 for operating “24 SEVEN Convenience Stores” in Telangana initially for a period of one (1) year with effect from the date of issue of the order subject to certain conditions.

3. Accordingly, the following notification will be published in the Telangana State Gazette:

NOTIFICATION

In exercise of the power conferred by sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988 (Act 20 of 1988), the Government of Telangana hereby grant exemption to M/s. Godfrey Philips India Limited from section 7 (Opening and Closing hours) of the Telangana Shops and Establishments Act, 1988 for operating “24 SEVEN Convenience Stores” in Telangana initially for a period of one (1) year with effect from the date of issue of the order, subject to following conditions namely:-

- I. Every employee shall be provided with identity cards and all other welfare measures to which they are eligible as per the rules in force.
- II. Weekly working hours for an employee shall be 48 hours. For the Work done beyond 48 hours, employee is entitled to overtime wages.
- III. Every employee shall be given a weekly off.
- IV. Every employee shall be given compensatory holiday in lieu of attending duty by him/her on a notified national /festival holiday with wages under provision to sub section (2) of section 31 of the Telangana Shops and Establishments Act, 1988 if they work on notified holidays.

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- V. The management is permitted to engage women employees during night shift subject to provision of adequate security during the course of employment and to and fro transport from their respective residences.
 - VI. The Organization shall obtain Bio-Data of each driver and conduct pre-employment screening of the antecedents of all drivers employed on their own or through outsourcing. The details of such as driving license, Photographs, address, telephone No. / Mobile No. etc of the drivers shall be available with the respective companies.
 - VII. The Schedule and route of the pickup and drop shall be decided by the supervisory Officer of the company on every Monday (If the Monday is the holiday next working day in a week). In case of exigencies change of drivers /routes /shifts shall be allowed only with the prior knowledge of supervisory officers/employees.
 - VIII. The telephone number particularly mobile phone numbers and addresses of the women employees shall not be disclosed to unauthorized persons.
 - IX. Careful selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last.
 - X. It is desirable that the company shall randomly check the vehicles on various routes and
 - XI. Company shall have a control room / Travel desk for monitoring vehicle movements.
 - XII. The consent of women employee to be obtained to work in night shift.
 - XIII. The Company shall maintain the records and furnish returns as prescribed by the State Government within time.
4. The exemption granted under para-3 above of this order may be revoked at any time without prior notice.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

I.RANI KUMUDINI,
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To
The Commissioner of Printing and Stationery & Stores purchases,
Chanchalguda, Telangana, Hyderabad
The Commissioner of Labour, Telangana, Hyderabad
Copy to
The P.S. to Minister (Labour & Employment)
The Management, M/s. Godfrey Philips India Limited,
#6-3-352, 4th Floor, Road No.1, Banjara Hills, Hyderabad,
Telangana – 500034.

SF/SC

// FORWARDED :: BY ORDER //

SECTION OFFICER